

SHARE

**Safety, Health, and
Return-to-Employment**



Entering the 21st Century

- SHARE highlights the President's support for a strong safety and health program in the Federal Government
 - Over 150,000 injuries and illnesses – WE CAN DO BETTER!
 - How? Respond to SHARE.
-



The WHAT of SHARE

- Starts Fiscal Year 2004
 - Runs for three years (FY 2004-FY 2006)
 - Contains ONE baseline year....F Y 2 0 0 3
 - Tracks two OSHA goals separately:
 - Total case rates
 - Lost time case rates - * this is a new goal
-



The WHY of SHARE



To Your Business. To Your Workplace. To Your Life.

**Respond to SHARE - reduce total and lost time injuries – create a
“better place to work” – WHY?**

SAVE lives.

SAVE injuries.

SAVE dollars.

SAVE work productivity losses.

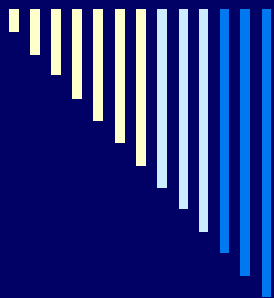


The WHY of SHARE



A 3% reduction in total injuries and in lost time injuries would result in a savings to the government of approximately \$41 million in 2004 alone!*

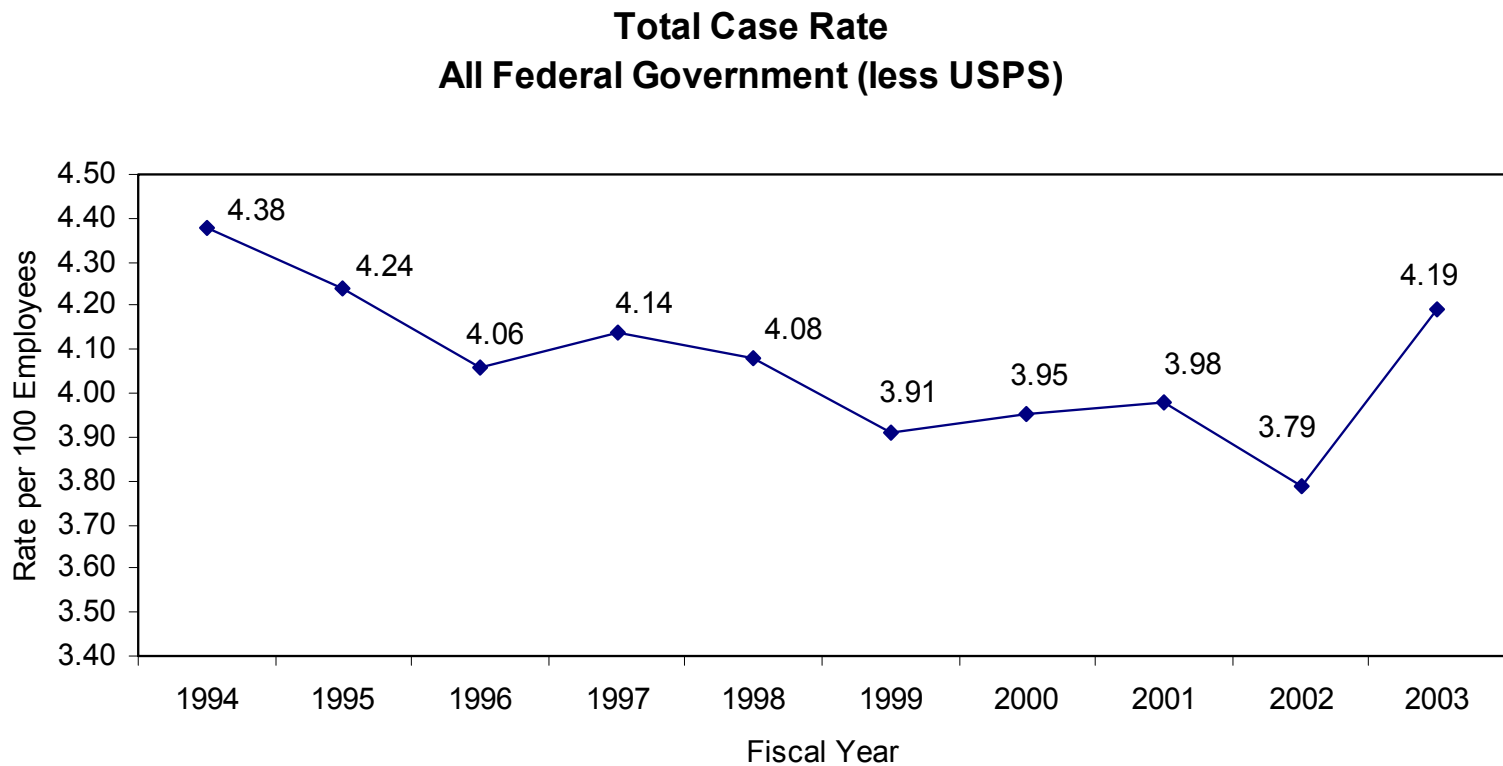
*Using National Safety Council average costs for 1998, includes both direct and indirect costs, excludes property damage.

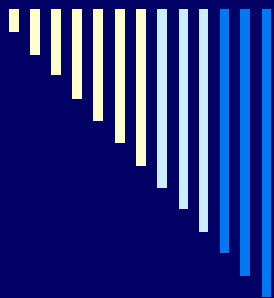


The HOW of SHARE

- Make safety a PRIORITY.
 - AWARENESS is a KEY.
 - Sit down with managers.
 - Talk with employees.
 - Ask for ideas.
 - Inspire confidence in safety and health culture.
 - Create ONE VISION for a safe and healthful workplace.
 - IMPLEMENT SHARE to track progress.
-

Where Are We Now?





What You See

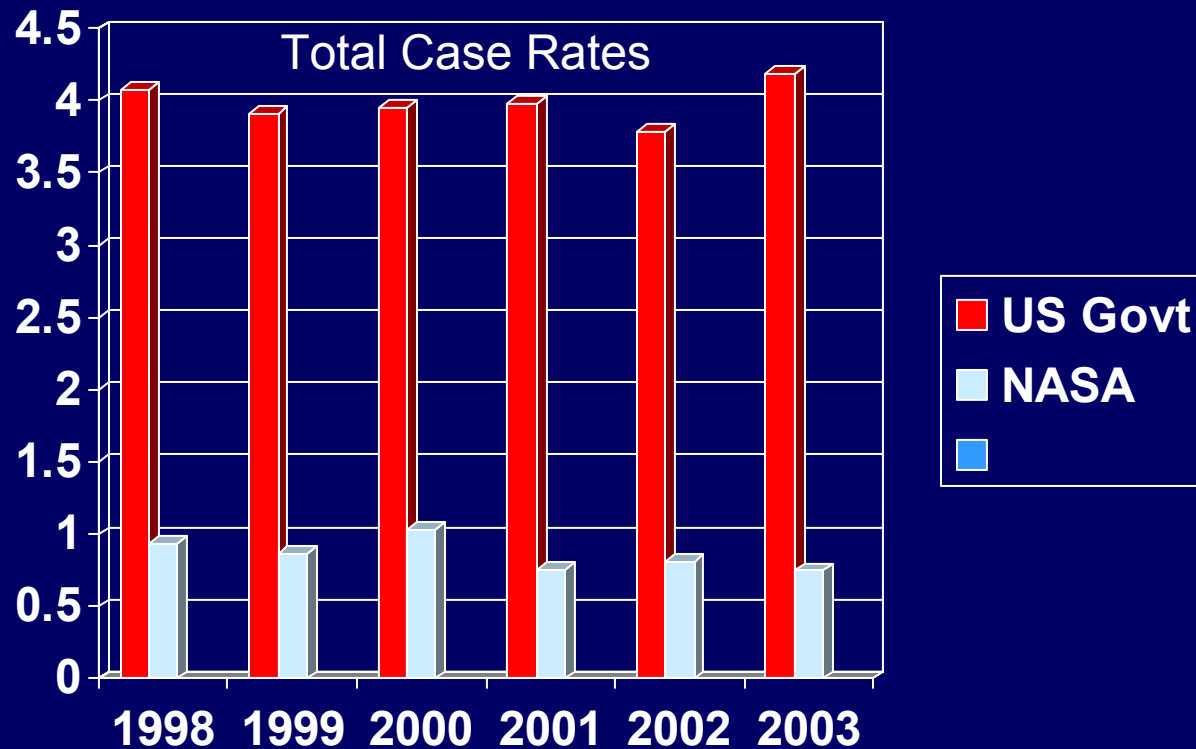
- We have had a bumpy road to reducing total case rates
- The SPIKE last year was partly due to the over 12,500 claims filed by one new agency
- Factoring out this agency's stats, the Federal Gov't total case rate (less USPS) would be 3.66



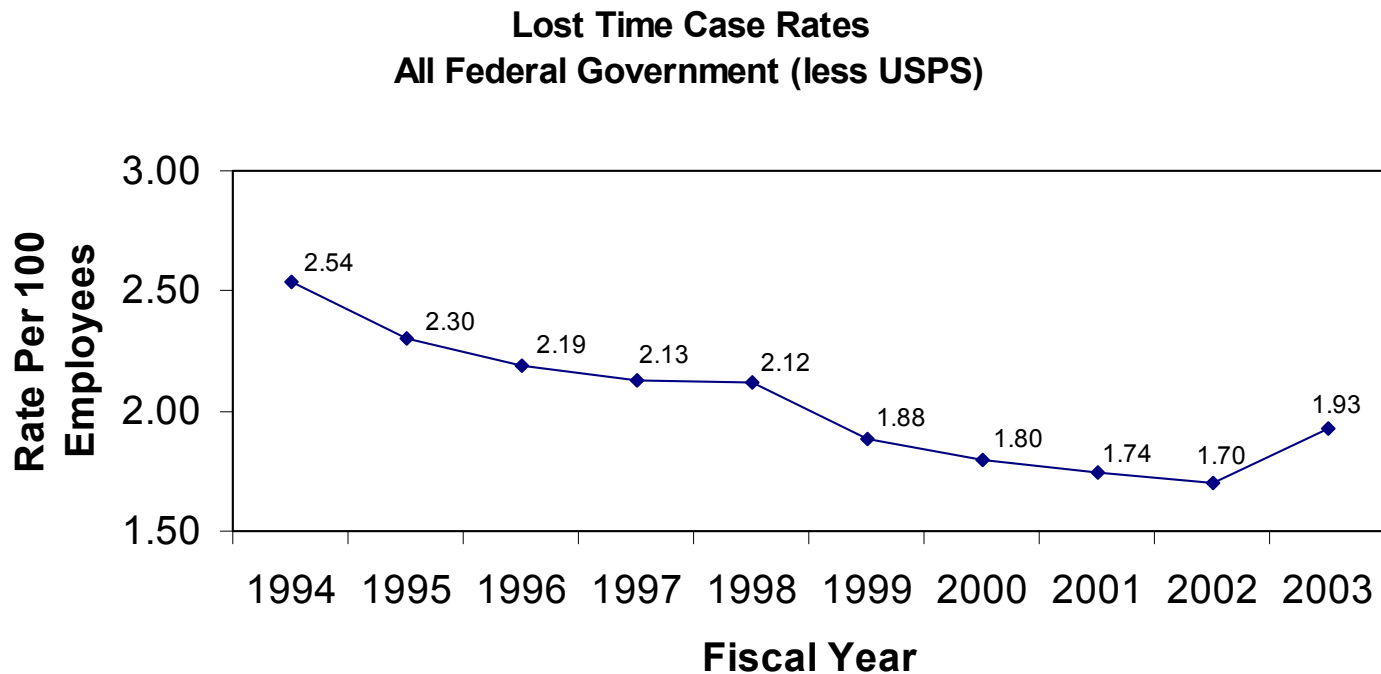
Where Are We Now?

- Since 1998 –
 - 16 of 17 departments reduce Total Case Rates
 - The best “reducers”:
 - Department of State – 41.1%%
 - Housing and Urban Development – 39.5%
 - Department of Education – 37.0%
 - Department of Health & Human Services – 31.5%
 - Department of Labor – 30.1%
 - Honorable mention – with change in staffing due to the creation of the Department of Homeland Security
 - Department of the Treasury – 49.1%
 - Department of Justice – 35.4%
-

Where Are We Now?



Where Are We Now?





What You See

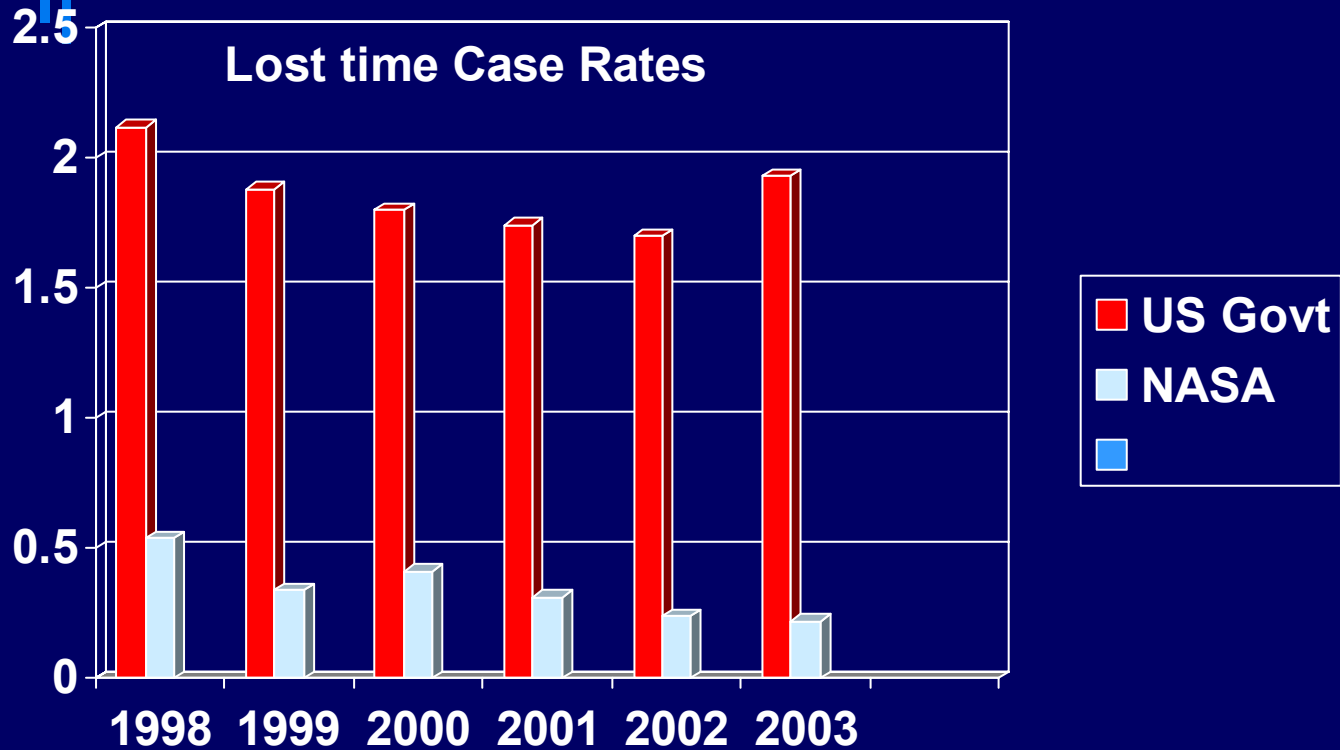
- Unlike the total case rates, the lost time case rates had been on an 8-year downhill slide (until 2003)
 - Again, the spike last year was partly due to the over 5,800 claims filed by one agency
 - Factoring out this agency's stats, the Federal Government's rate (less USPS) would be 1.68
-

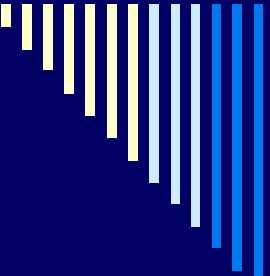


Where Are We Now?

- NASA has
reduced their Lost
Time Case Rate
by 59.3%

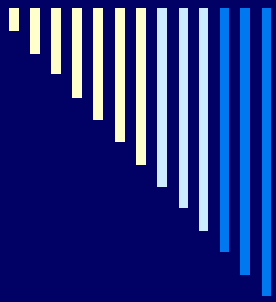
Where Are We Now?





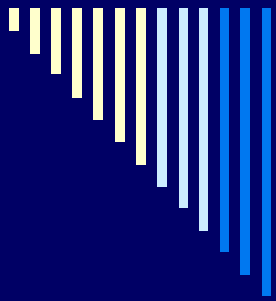
S-T-R-E-T-C-H GOALS

- Agencies were asked to set STRETCH goals in all of the categories:
 - Not all agencies have responded to the request at this time.
 - Some agencies indicated that it was difficult to set STRETCH goals for FY 04 as the year was already 1/3 past.
 - In the near future the Department of Labor will go back to those agencies and request that they establish STRETCH goals for FY 2005 and FY 2006.
-



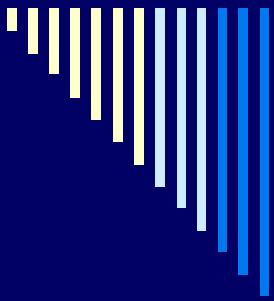
OSHA Commitment

- What can OSHA do to help Federal agencies reduce workplace injuries and illnesses?
 - Clearly define goals.
 - Post (at least) quarterly statistics to reveal projected progress toward achieving yearly goals.
 - Assist agencies in creating a safe work environment – find solutions, not just identify problem areas.



OSHA Commitment

- What can OSHA do to help Federal agencies reduce workplace injuries and illnesses?
 - Encourage Agencies to “share” best practices through the Field Federal Safety and Health Councils.
 - Provide training on safety and health hazards that are contributing to claims.
 - Target outreach efforts at establishments with high incidence rates.



OSHA Commitment

- **What can OSHA do to help Federal agencies reduce workplace injuries and illnesses?**
 - Use OSHA's Web Page for Prevention Strategies and Resource Tools
 - www.osha.gov
 - More than 40,000 pages
 - Specialized pages and e-tools to assist in safety and health hazard prevention



OSHA's Commitment

- ❑ **What can OSHA do to help Federal agencies reduce workplace injuries and illnesses?**
 - ❑ **Encourage agencies to join the VPP program – businesses in OSHA's VPP program experience more than 50% fewer injuries and illnesses and 60% fewer lost workdays**
 - ❑ **Results – in example after example, reduced economic and social costs**
-



Partner with OSHA

- **Partnerships and Alliances – establishments working with OSHA to build effective safety and health management systems:**
 - **Experience fewer injuries**
 - **Are rated “better places to work”**
 - **Have employees that are more satisfied, and are:**
 - **more productive**
 - **less likely to change jobs**
 - **return-to-work more quickly after an injury, and**
 - **produce higher quality products and services**



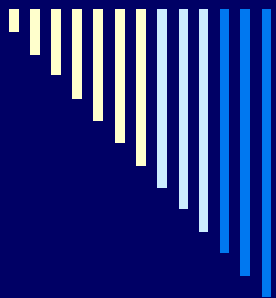
Make Safety and Health a Priority!

- OSHA is committed to working with you to improve the health and safety of your employees
 - Your workforce is extremely valuable
 - Together we can make a difference in the quality of our work life
-



Changes to Federal Agency Recordkeeping

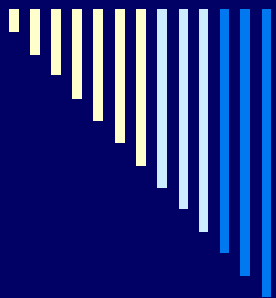
September 2002 FACOSH was notified that OSHA planned to change the recordkeeping requirements for federal agencies to conform to the requirements of the private sector recordkeeping regulation 29CFR 1904.



Reasons to Change

The current requirements under 29 CFR part 1960, subpart I do not capture the data needed for the effective management of safety and health programs

The data cannot be compared with data reported by the private sector



Where Are We on Recordkeeping

Proposed Regulation Submitted last Fall – Returned in November for more detailed explanation on three areas

Additions were made, and Regulation is ready to be resubmitted